



Australian Government
Department of Defence

Managing Harassment in Defence

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FORMAT

- **Define Unacceptable Behaviour.**
- **Structure of Fairness and Resolution Branch.**
- **Choices to Resolve Conflicts.**
- **Managing Complaints.**
- **Avenues for Support.**

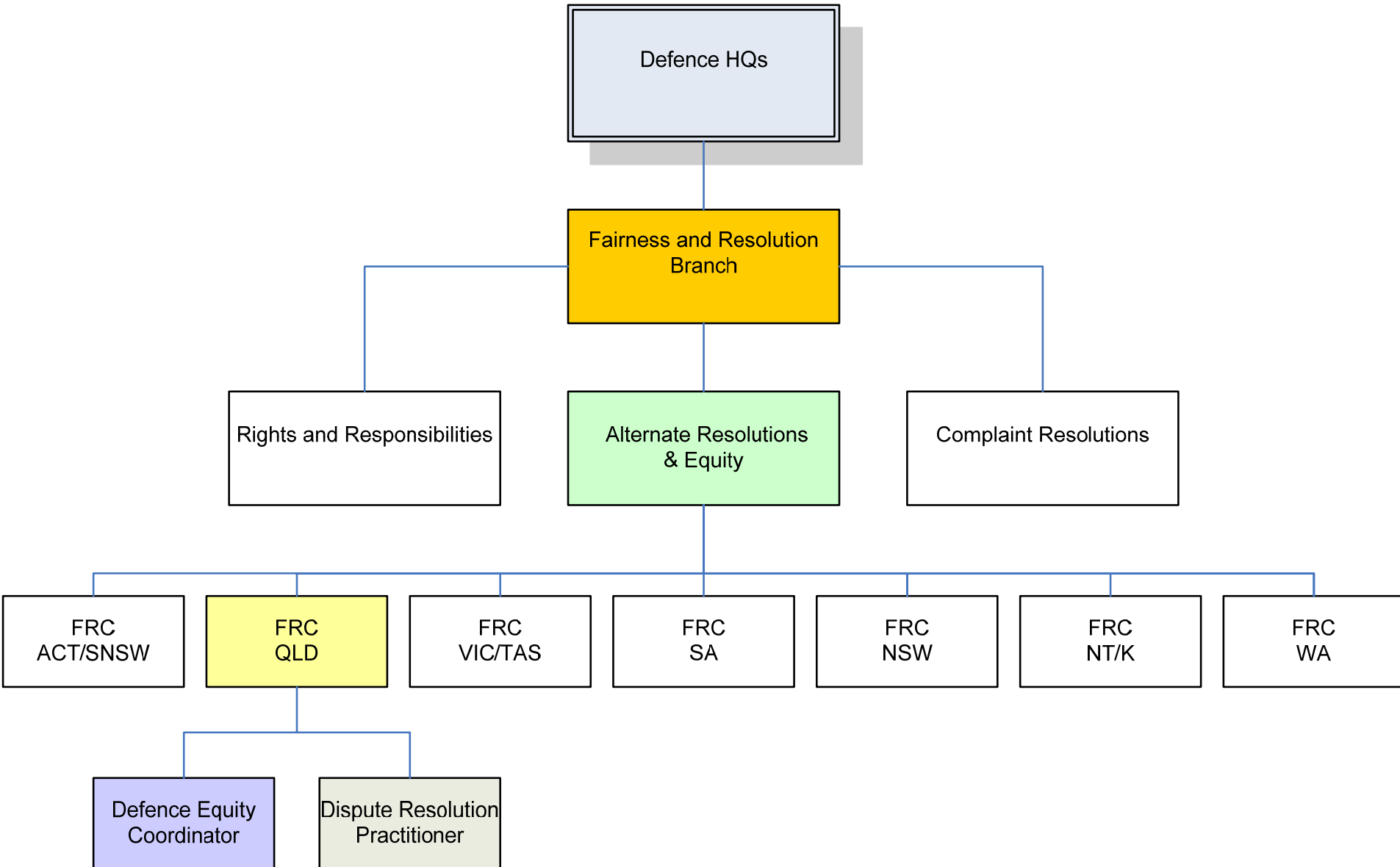
Unacceptable Behaviour

Unacceptable behaviour is behaviour that, having regard to all of the circumstances, would be considered:

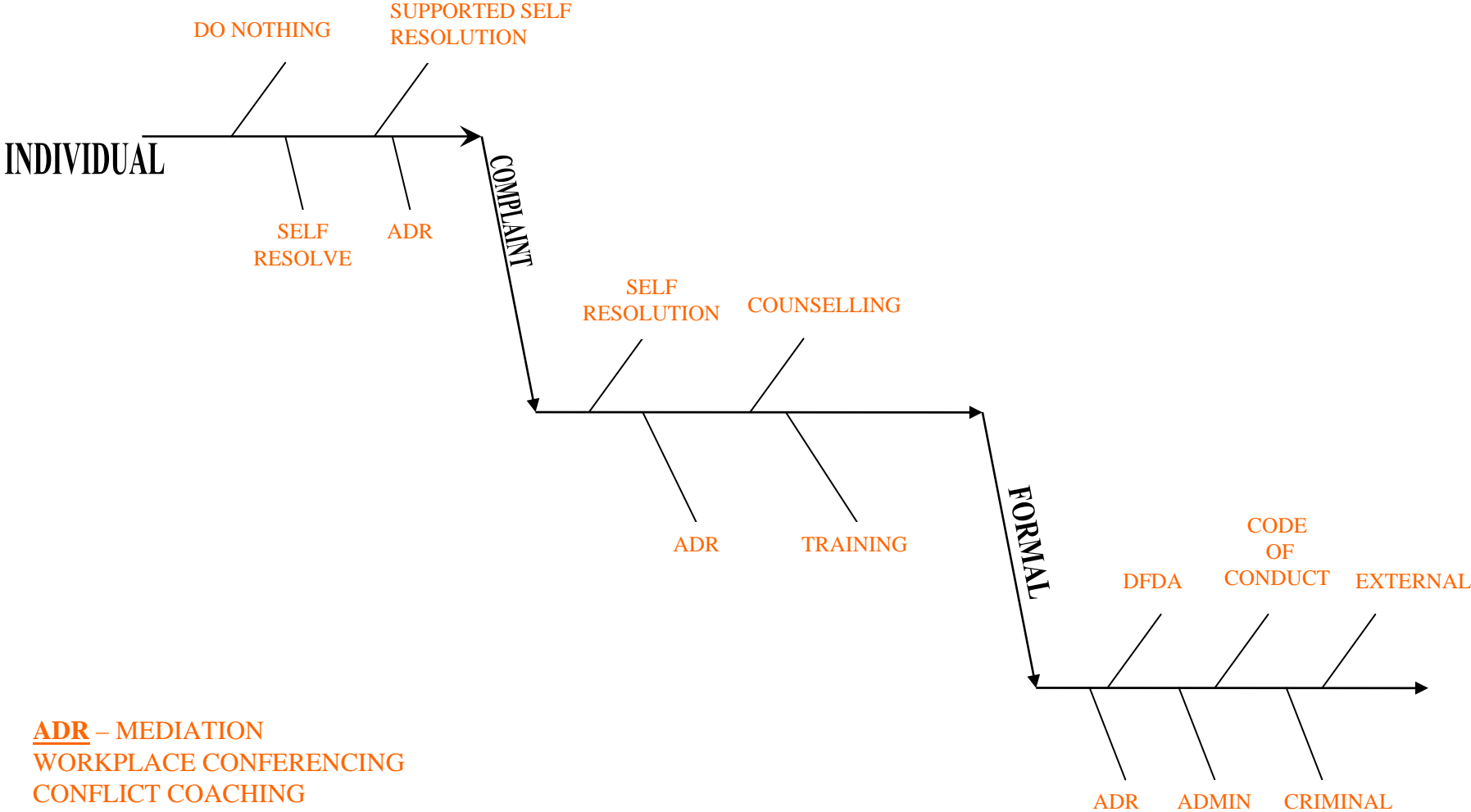
- offensive, belittling, abusive, or threatening to another person,
- to undermine morale, or
- otherwise not in the interests of Defence.



Structure



Choices



ADR – MEDIATION
WORKPLACE CONFERENCING
CONFLICT COACHING
INTEREST BASED NEGOTIATIONS

Managing a Complaint

(1) Conduct an Assessment

seriousness, complainant's wishes, procedural fairness, discipline and morale, resources available

(2)

Provide Advice and Support

(4)

Resolve the Complaint

(3)

Inquire into the Complaint

(5)

Provide ongoing Support

Report Incident to FR Branch

Avenues for Support

Defence Equity Advice Line

**Fairness and Resolution
Branch & Centres**

Defence Instructions

**CDF, Service or Group
Chiefs, Management
Policies**

**Brochures, Booklets
and Videos**

Equity Advisers